

# Taipei Medical University and Affiliated Hospitals Regulations on Conflict of Interest for Faculty and Staff

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## **Article I (Objectives)**

To maintain integrity and effectively prevent faculty and staff from abusing their authority for the improper benefit of themselves or others, or causing direct or indirect damage to Taipei Medical University and its affiliated hospitals (hereinafter referred to as the "University/Hospitals") due to conflicts of interest, the *Taipei Medical University and Affiliated Hospitals Regulations on Conflict of Interest for Faculty and Staff* (hereinafter referred to as these "Regulations") are hereby established.

## **Article II (Applicability and Scope of Related Persons)**

These Regulations apply to the full-time faculty and staff of the University/Hospitals.

The scope of "related persons" of faculty and staff referred to in these Regulations is as follows:

1. The spouse, family members living together, and relatives within the second degree of kinship of the faculty and staff member.
2. The trustee of the trust property of the faculty and staff member or their spouse.
3. For-profit enterprises, non-profit legal entities, and unincorporated entities (hereinafter collectively referred to as "corporate entities") in which the faculty and staff member or persons listed in the preceding two subparagraphs serve as a person in charge, director, supervisor, manager, or a similar position.

## **Article III (Definitions)**

The terms used in these Regulations are defined as follows:

1. Conflict of Interest: Refers to situations where faculty and staff members, in the execution of their duties, may directly or indirectly cause themselves or

- their related persons to obtain benefits through their actions or inactions.
2. Benefits: Refers to pecuniary (property) benefits and non-pecuniary (non-property) benefits.
  3. Pecuniary Benefits: Refers to movable property, real estate, cash, deposits, foreign currency, securities, creditor's rights, property rights, and other benefits with economic value or obtainable through monetary transactions.
  4. Non-Pecuniary Benefits: Refers to favorable appointments, promotions, transfers, and other personnel measures for faculty and staff or their related persons within the University/Hospitals.

#### **Article IV (Prohibition of Improper Benefits)**

Faculty and staff shall not use the power, opportunities, or methods of their positions to seek benefits for themselves or their related persons; their related persons shall not lobby, request favors from, or use other improper methods with relevant personnel of the University/Hospitals to seek benefits for themselves or the faculty and staff member.

#### **Article V (Personnel Prohibited from General Affairs, Accounting, and Personnel Positions)**

Personnel holding positions handling general affairs, accounting, and personnel matters at the University/Hospitals must not be the spouse, or blood relatives or relatives by marriage within the third degree of kinship, of the Chairperson, Directors, Supervisors of the University Corporation, or the President. The University/Hospitals shall immediately dismiss any personnel violating this provision.

If the circumstances in the preceding paragraph arise during a faculty or staff member's tenure due to a change in status or position, the member must immediately notify the Human Resources Office upon becoming aware of the situation, and cooperate with the University/Hospitals to be transferred from the position.

#### **Article VI (Prior Disclosure)**

Faculty and staff under any of the following circumstances shall complete a declaration form (content as per Appendix 1) via the online system for prior

disclosure, and may only proceed after obtaining permission from the University/Hospitals:

1. The faculty and staff member becomes aware of a conflict of interest while executing their duties.
2. The faculty and staff member or their related persons engage in trading, leasing, contracting, or other transactions with consideration with the University/Hospitals or other affiliated (established) institutions of the University/Hospitals.

When faculty and staff participate in or execute tasks related to industry-academia collaboration or the management and utilization of research and development results, they shall handle the disclosure and avoidance of conflicts of interest in accordance with the *Taipei Medical University and Affiliated Institutions Regulations for the Avoidance of Conflicts of Interest in Industry-Academia Collaboration and the Management and Utilization of R&D Results*. Matters not stipulated in those regulations shall be handled in accordance with these Regulations.

## **Article VII (Signing and Updating the Declaration Form)**

New employees shall sign the declaration form upon assuming their duties, and relevant matters shall be handled based on the review results; if a new employee refuses to sign the declaration form, the University/Hospitals may refuse to employ them.

Faculty and staff shall reconfirm the content of the declaration form every academic year. If personal information or disclosed content changes during the employment period, they must promptly submit corrections to the Human Resources Office; if not, the original declaration form remains valid.

Faculty and staff teaching at other schools or holding remunerated positions in corporate entities outside the University/Hospitals, or holding unremunerated positions as directors, supervisors, consultants, or similar roles, shall seek approval from the University/Hospitals in accordance with relevant regulations and disclose such information in the declaration form as prescribed in the

preceding paragraph.

### **Article VIII (Disciplinary Actions)**

When faculty and staff violate the provisions of these Regulations, teachers and research personnel shall be referred to the University-level Teacher Evaluation Committee for disciplinary action, while other personnel shall be referred to the Human Resources Planning and Evaluation Committee in accordance with the reward and penalty regulations of their affiliated institutions. Measures involving suspension, dismissal, or non-renewal of teachers and research personnel must be reviewed by the Teacher Evaluation Committees at all levels.

Depending on the severity of the circumstances, before the completion of the disciplinary procedure, the Human Resources Office may submit a proposal to the President (or Hospital Superintendent) for approval to suspend the individual from performing specific duties, arrange a job transfer, or implement other conflict of interest avoidance measures.

Those whose violation of these Regulations causes damage to the University/Hospitals shall be liable for compensation; if other legal liabilities are involved, they shall be handled in accordance with relevant laws.

### **Article IX (Unaddressed Matters)**

Matters not covered by these Regulations shall be handled in accordance with relevant regulations of the University/Hospitals and government laws.

### **Article X (Implementation)**

These Regulations shall be implemented upon approval by the University Council; the same applies to subsequent amendments.